# Staff Conduct, Dismissal and Grievance Policy

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| **Approved on** | **20th July 2026** |
| **Approved by** | **Board of Trustees** |
| **Next Review Date** | **16th July 2029** |

## Change Record

| Date of Change: | Changed By: | Comments: |
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| 10.7.25 | JPT | No changes |
| 17.11.25 | JPT | Additions on pages 3, 5-9 and 13-15. |
| 15/07/26 | JPT | Terminology changes. |

**Date of next review: 15/07/29**

## Aims

Essex and Thames Education's aim, through this policy, is for all staff contracted by Essex and Thames Education to achieve and maintain appropriate standards of conduct, attendance and job performance by means of counseling for improvement as soon as problems arise.

Where informal action is not effective or appropriate this disciplinary procedure is a formal means to encourage employees and service providers to achieve and maintain appropriate standards of conduct, attendance and job performance. It enables individual cases to be resolved fairly, consistently and in a timely manner.

## Scope of the procedure

Part One of this procedure applies to all employed Essex and Thames Education Staff.

Employment contracts are governed by civil law, and a disciplinary hearing is an internal business meeting, therefore decisions taken under this procedure will only be made after thorough investigation of the facts presented and where there are reasonable grounds upon which to sustain a belief that the employee is guilty of the misconduct.

Part Two of this procedure applies to all Essex and Thames Education Staff engaged on a contract for services.

## Exclusions

- This procedure does not apply to new employees during their review period of employment with Essex and Thames Education, or extension thereof;
- This procedure relates to underperformance in terms of conduct, attendance and job performance that would not more appropriately be dealt with under other procedures. Therefore, it does not apply to:
    - Underperformance that can be attributed to a lack of capability, whether skill, aptitude, health, physical or mental quality, to do the work the employee was employed to do, that may more appropriately be dealt with under the capability-performance procedure;
    - Underperformance that can be attributed to alcohol or drug dependency that may more appropriately be dealt with under the policy on alcohol and drugs misuse at work;
    - Underperformance that can be attributed to a medical condition;

- Underperformance may be due to a disability.

## Misconduct and Gross Misconduct *(Employees)*

The following are examples of misconduct and gross misconduct; they are for indicative or illustrative purposes only and are not exhaustive.

Examples of misconduct include:

- Unauthorised absence and unsatisfactory timekeeping;
- Failure to maintain satisfactory standards of work or attendance;
- Public behaviour that is defamatory about Essex and Thames Education or its partner schools, including conduct outside of work and online;
- Behaviour that brings Essex and Thames Education into disrepute;
- Refusing to comply with reasonable instructions from a manager;
- Breach of confidentiality, Essex and Thames Education regulations or conditions of employment.

Gross misconduct is conduct serious enough to destroy fundamentally the contract between employee and employer, making any further working relationship or trust impossible. If, on completion of a disciplinary investigation and hearing, Essex and Thames Education is satisfied that gross misconduct has occurred, the result will normally be summary dismissal without notice or pay in lieu of notice.

Examples of gross misconduct include:

- Serious safeguarding breaches;
- Acts of theft, fraud or deliberate falsification of records, or use of Essex and Thames Education premises or assets for personal gain;
- Physical or verbal abuse of a colleague, member of the public or employee of an organisation that has business with Essex and Thames Education;
- The possession of illegal drugs or incapacity due to drunkenness or unauthorised drug taking on Essex and Thames Education premises or on Essex and Thames Education business;
- Racial, sexual or other acts of harassment or discrimination, including sexual misconduct on Essex and Thames Education premises or on Essex and Thames Education business;

- Acts of gross insubordination, or refusal to comply with legitimate instruction;
- Serious negligence;
- Soliciting or acceptance of bribes;
- Wilful or negligent misuse or damage to Essex and Thames Education property or the property of employees causing unacceptable financial loss;
- Serious breaches of confidentiality, Essex and Thames Education regulations or conditions of employment;
- Conviction for an offense outside of work affecting staff or external relations, or the employee's ability to perform effectively in the role for which they were employed;
- Conduct related to offence types listed at Annex A.

## Part 1 - Employed Staff: Code of Conduct

### 1. Introduction

1.1 The Charity is committed to providing a professional, ethical and respectful environment that serves and protects the whole education community, including Trainees, Apprentices and Practitioners, pupils, partner schools, staff and the wider public.

1.2 The overriding expectation is that staff adopt consistently high standards of personal and professional conduct so as to maintain the confidence and respect of colleagues, Trainees, Apprentices and Practitioners, pupils, partner schools and the public. Adults must not behave - through words, actions or inaction - in a way that would lead a reasonable person to question their suitability to work with children, support trainee teachers, or act as a professional role model. Expectations align with national standards for QTS, the Teachers' Standards, the ITE Inspection Framework and Fundamental British Values.

1.3 Certain expectations relating to conduct are contained within specific policies and procedures within the Staff Handbook, particularly:

- Chapter 3 – Safeguarding Children
- Chapter 4 – Data Protection, Acceptable Use and Security
- Chapter 5 – Equality, Diversity and Inclusion
- Chapter 14 – Discipline

This Code of Conduct supplements these and provides additional guidance for staff and externally contracted colleagues.

### 2. Breaches

Any breach of this Code will be treated as a serious matter and may result in disciplinary action, up to and including dismissal.

### 3. Reporting Breaches of Standards of Good Conduct

The Charity is committed to maintaining the highest standards of integrity and accountability. Staff, contractors and Trainees, Apprentices and Practitioners are encouraged to raise concerns constructively and with confidence, knowing that they will be addressed appropriately and without recrimination.

All employees are expected to:

- report deficiencies in service or care;
- raise concerns relating to impropriety or breach of policy in line with the Whistleblowing Policy (Chapter 7);

• act promptly and professionally to safeguard pupils and Trainees, Apprentices and Practitioners.

**4. Roles and Responsibilities**

4.1 CEO and COO (SCITT Manager)

The CEO and COO (SCITT Manager) are responsible for promptly addressing any breaches of conduct, using informal procedures where appropriate and formal procedures where necessary. They must ensure that all policies, expectations and standards are clearly communicated and consistently applied across Essex and Thames Education and its partner schools.

4.2 Employees

Employees have a responsibility to:

• behave in a way that enhances the reputation of Essex and Thames Education;
• treat all colleagues, Trainees, Apprentices and Practitioners, partner-school staff, managers and stakeholders with respect and kindness;
• attend work regularly, punctually and reliably;
• perform their duties to a satisfactory and professional standard;
• comply with reasonable and lawful management instructions;
• maintain confidentiality and avoid unauthorised disclosure of sensitive information;
• understand that if conduct, performance or attendance is below acceptable standards, managers have an obligation to address it;
• comply with identified training, development or support measures to reach required standards;
• advise managers of any work-related or personal issue affecting conduct, performance or attendance, including health or disability-related issues.
• refrain from gossiping, spreading rumours or speaking negatively about colleagues, Trainees, Apprentices and Practitioners, partner-school staff or the organisation, recognising that such behaviour undermines trust and team cohesion;
• raise concerns through the appropriate professional channels rather than informal discussions, ensuring issues are addressed constructively and respectfully;
• receive feedback, critique and challenge in a reflective, professional manner, demonstrating willingness to learn and improve;
• manage emotional responses appropriately, seeking clarification or support when needed, and engaging in dialogue that promotes growth and professional development;

4.3 Senior Leaders, Line Managers and Supervisors

Senior Leaders have a responsibility to:

• recruit, induct, train and manage staff appropriately;

• set and communicate standards of conduct, performance and attendance clearly and consistently;
• provide regular, constructive feedback;
• address concerns promptly as they arise;
• provide appropriate guidance, support or assistance;
• ensure all actions regarding conduct, performance or attendance are taken sensitively, fairly and confidentially, maintaining equality of opportunity.

**5. Confidentiality**

Staff frequently have access to sensitive information. All such information must be treated as confidential unless disclosure is required by law, safeguarding duties or organisational procedures.

**6. ICT**

Compliance with the SCITT's policy on the acceptable use of ICT and social media.

**7. Relationships and Conflicts of Interest**

7.1 Professional relationships with partner schools must remain respectful, transparent and impartial.

7.2 Staff must declare annually - and as soon as arising - any conflicts of interest including financial, personal or organisational interests that may compromise impartiality.

7.3 Close Personal Relationships

Staff must disclose any close personal relationship involving colleagues, contractors or partner-school staff, be that their own or other colleagues.

7.4 Recruitment

Staff must not participate in recruitment or management decisions relating to individuals with whom they have a close personal relationship.

**8. Professional Conduct, Collegiality and Team Working**

Staff must work collaboratively, treat colleagues with dignity, avoid gossip, and contribute to a supportive culture (See 4.2)

**9. Reflective Practice and Engagement with the PMR Process**

All staff must actively engage with PMR, act on feedback and demonstrate reflective professional behaviour.

### 10. Maintaining Appropriate Professional Boundaries with Trainee Teachers

Staff must maintain clear professional and social boundaries, including appropriate digital communication, avoiding exclusive relationships and avoiding behaviour that compromises impartiality.

### 11. Safeguarding and Duty of Care

Safeguarding is everyone's responsibility. Staff must act immediately on safeguarding concerns involving pupils, Trainees, Apprentices and Practitioners or colleagues.

### 12. Gifts, Legacies, Bequests and Hospitality

All staff must comply with the Anti-Fraud and Bribery Policy.

### 13. Political Activity

Political activity must not bring the Charity into disrepute.

### 14. Use of Financial Resources

Staff must use public funds lawfully, responsibly and in accordance with DfE and Charity financial regulations.

### 15. Sponsorship

Sponsorship must benefit the Charity and never personal interests. Care must be taken when engaging with contractors.

### 16. Neutrality

Personal political, religious or other views must not influence professional conduct.

**Police or other legal proceedings**

Essex and Thames Education reserves the right to take appropriate disciplinary action in circumstances where the police are investigating, or legal proceedings have commenced, should such circumstances or proceedings have a bearing on the employee's performance or contractual obligations. It may be necessary to take such disciplinary action before the outcome of the police investigation or legal proceedings is known.

Employees are required to disclose immediately any police or criminal matters.

**Suspension from work**

- Suspension is not a disciplinary act, and does not imply that there has been any misconduct. It is a neutral act to allow an effective investigation to take place;
- Suspension will be on full pay until either a disciplinary hearing is convened, or the investigation discontinued. It will normally occur within one working day of the start of a disciplinary investigation, and be for as short a period as possible. Suspension will usually only be considered in cases of very serious allegations, for example those constituting gross misconduct.
- Suspension will be effected only where alternatives such as deployment or amended duties are not available or appropriate.
- However, Essex and Thames Education reserves the right to suspend an employee at any stage of a disciplinary investigation, where it emerges that the case is potentially one of gross misconduct, or where conduct of the investigation is being, or may be, affected by the presence at work of the employee. A leave of absence may also be considered in circumstances where the disciplinary investigation is causing distress to the employee.
- When suspension of an employee is being considered a manager will then meet the employee and explain the reasons for the suspension. The suspension will subsequently be confirmed, in writing, within three working days of the meeting. In certain cases, it may be appropriate for a manager other than the immediate line manager to undertake the suspension. In such circumstances, the employee will be advised, in writing, of the reasons why this is the case.

## Counselling for improvement

- Essex and Thames Education recognises that it may, in the first instance, be advantageous to seek to resolve potential problems through counseling for improvement without resorting to

disciplinary action unless such problems are sufficiently serious or when counseling for improvement fails;

- In such circumstances, particular attention will be paid to agreeing defined and measurable performance improvements with the employee. Timescales appropriate to the objectives set will be agreed. Any necessary learning opportunities will be provided to help the employee reach the standard(s) specified. The improvement action plan and any training, coaching or other support to be provided will be confirmed in writing. There should also be a clear indication that disciplinary action might be necessary if there is insufficient improvement;
- At the end of the agreed timescales, or earlier if it is apparent that the improvements required cannot be achieved, the employee's performance will be reviewed, and a decision taken as to whether any further action is necessary. If the employee's performance has not fully improved, then action will be taken to initiate the formal stages of the disciplinary procedure.

## Disciplinary investigations

- Where an employee's manager feels that an act of misconduct has taken place, or there is evidence of poor performance or attendance, they will advise the employee and begin an investigation. The investigation will normally comprise discussions with the employee and any relevant witnesses about the matters under consideration. Written records of the discussions will be taken and any necessary documentation gathered together. Employees may be accompanied at these meetings by a work colleague.
- The purpose of the investigation is to gather facts and evidence related to the matter objectively.
- In certain cases, it may be appropriate for a manager other than the immediate line manager to undertake the disciplinary investigation. In such circumstances, the employee will be advised of the reasons why this is the case;
- Disciplinary investigations will be completed without unreasonable delay given all the circumstances of the case but would normally be within ten working days. The employee will be advised of the reasons why, and the likely timescale for the completion of the investigation;
- On completion of the investigation, the line manager will submit a report of their findings to the senior member of staff to decide if the case should be heard, and all supporting documentation will be appended to the report. A recommendation will be made as to whether there is sufficient reason to consider that a disciplinary hearing should be convened to consider the case against the employee, and if so at which stage. Action may be initiated at any stage, depending on the seriousness of the case;

- Alternatively, the manager may recommend that no further action be taken against the employee. If no formal action is to be taken or they wish to recommend informal actions, the employee will be notified of this in writing;
- If disciplinary action is recommended, a disciplinary hearing will be convened.

## Disciplinary hearings

### Notification procedures and right of accompaniment

- Where it is considered that a disciplinary hearing is necessary the manager convening the hearing shall write to the employee, normally within ten working days of receiving the investigation report, giving five working days notice of the time, date, and location of the disciplinary hearing, and details of the matter to be considered, together with any documentation necessary to prepare their response. This shall normally comprise the line manager's report and any witness statements. This is to allow them sufficient time to prepare a response;
- The employee shall be advised of their entitlement to be accompanied at the hearing by a work colleague or trade union representative. Disciplinary hearings are internal procedures. Therefore, attendance as a companion is restricted to local officials of recognised trade unions or other employees of Essex and Thames Education or where appropriate. Solicitors, family members and all other non-employees will be excluded from disciplinary hearings;
- Should the employee wish to be accompanied or call witnesses, it will be their responsibility to provide all the appropriate details, including the date, time and location of the hearing, as well as the details and documentation relating to their case;
- The employee shall provide their employer with the names of their companion or witnesses at least twenty-four hours before the hearing, if appropriate;
- The companion will be able to confer with the employee during the hearing and will be allowed to address the hearing in order to put forward and sum up the employee's case, respond on the worker's behalf to any view expressed at the hearing and ask questions for clarification of any witnesses. The companion will not be able to answer questions on the employee's behalf;
- Employees shall take all reasonable steps to attend the hearing and may be accompanied by a work colleague or trade union representative. Should the chosen companion be unavailable on the given date, the employee shall immediately request a postponement by proposing an alternative date and time, which should be within five working days of the given date. Where this is not possible, the employee shall choose an alternative person to accompany them to the hearing;

- If the reason for the employee or companion being unable to attend the hearing is for reasons that were unforeseeable at the time of arranging the hearing, the employee will be notified of a new date, time and location by the Chair of the hearing. Essex and Thames Education reserves the right to hold disciplinary hearings in absentia;
- The circumstances of any action to be taken against a representative of a recognised trade union will be notified to a full time officer of that union.

**In attendance**

- The formal stages of the disciplinary procedure are designed to allow a case to progress through the normal management chain, and therefore the line manager's manager will normally chair the disciplinary hearing;
- In certain cases, such as where a manager is directly involved in the substance of an allegation, it may be necessary for a manager other than the immediate line manager to chair the hearing. In such cases the manager chairing the hearing will be of the same or higher grade, from the same department or service if possible. In such circumstances the employee will be advised of the reasons why this is the case;
- The manager chairing the hearing will be accompanied by an HR Partner acting as advisor and a member of the lead school staff will take a written record of the meeting.

**The procedure at disciplinary hearings**

- The Chair will explain the purpose of the hearing, introduce the parties and outline the procedure;
- The Charity will then present their case;
- They may then be questioned, for the purposes of clarification by the Chair, and through the Chair of the hearing by the employee and the HR representative;
- The employee or companion will then be invited to present their response to the allegations;
- The employee may be questioned, for the purposes of clarification, by the Chair and through the Chair by the management representative and the HR representative. It should be noted that employees, not companions, will be required to answer questions put to them during the hearing;
- Employees and management representatives can call witnesses to support their case, either during their statement or after questioning has taken place. If witnesses are called they may only be present for the period of their statements and questioning. They will be questioned first by the person who called them, then in turn by the other side, the Chair and the HR representative, if necessary. The Chair of the hearing reserves the right to call further witnesses at any stage of the hearing, if they feel that it would be helpful to do so for clarification;

- After each side's case has been presented and each party has had the opportunity to ask questions of clarification, the Chair will ask the employee, and then the management representative to sum up;
- The hearing will then be adjourned while the facts of the case are considered, and a decision made by the Chair. The hearing shall normally be reconvened on the same day for the decision to be given orally to the employee; however if the Chair requires additional time in making the decision, the hearing may be reconvened the following day;
- The employee should receive written notification of the outcome within five working days of a disciplinary hearing; this notification shall inform the employee of their right of appeal, along with a copy of the Appeals Procedure.

**Outcomes of a disciplinary hearing**

There are four formal stages of disciplinary action available under the formal procedure. Written confirmation of first warnings and written warnings will be retained on the employee's file. However, for the purposes of further disciplinary action, they will have a specific duration, after which they will be removed. If the Chair feels that no formal disciplinary action should be taken or wishes to recommend informal actions the employee will be notified in writing.

**Stage 1 - first warning**

- If, following a disciplinary hearing, the Chair finds that poor performance or minor misconduct has occurred, they may issue a first warning to the employee;
- The warning will be confirmed in writing and a copy placed on their personal file for a period of one year. It will include improvements required and timescales. It will warn that action under Stage 2 will be considered if there is no satisfactory improvement and will advise of the right to appeal, along with a copy of the Appeals Procedure.

**Stage 2 - written warning**

- This stage applies to more serious acts of misconduct or poor performance, or to a repetition of misconduct or poor performance for which the employee has already received a warning under Stage 1;
- The written warning will remain on the employee's file for a period of one year. It will give details of the misconduct/poor performance, the improvements required and timescales. It will warn that action under Stage 3 will be considered if there is no satisfactory improvement and will advise of the right to appeal, along with a copy of the Appeals Procedure.

**Stage 3 - final or first and final written warning**

- A final warning would be appropriate for a repetition of an act of misconduct or poor performance for which the employee has previously received a written warning under Stage 2. In these circumstances it would constitute a final written warning;
- A first and final written warning would be appropriate for first offence acts of misconduct or poor performance so serious that Essex and Thames Education would wish to dismiss the employee were they to be subsequently repeated;
- A final, or first and final written warning will remain on the employee's file for a period of two years. It will give details of the misconduct/poor performance, the improvements required and timescales. It will then warn that dismissal under Stage 4 of the procedure will be considered if there is no satisfactory improvement or repetition of misconduct, and will advise of the right to appeal, along with a copy of the Appeals Procedure.

**Stage 4 - Dismissal or summary dismissal**

Dismissal applies to third, second or first repetitions of minor, serious or major misconduct respectively. Summary dismissal applies to acts of "gross misconduct" only.

**Dismissal**

- If conduct or performance is still unsatisfactory or repeated after a warning under Stage 3 of the procedure, and upheld at a disciplinary hearing, the employee will be provided with a written explanation of the reasons for dismissal by the hearing manager;
- In exceptional cases, an employee may be dismissed with notice for serious misconduct without prior warnings.
- The employee will receive pay in lieu of their contractual notice, and any other outstanding monies due to them. For calculation purposes, the employee's last day at work will be the date the employee received the outcome of the disciplinary hearing.

**Summary dismissal**

- Summary dismissal only applies to acts of gross misconduct.
- If it is found that an act of gross misconduct has taken place, the employee will be summarily dismissed without notice, or pay in lieu of notice and the decision will be confirmed in writing as in cases of dismissal. The last day of service will be the date the employee received the outcome of the disciplinary hearing.

**Appeals and grievances**

Employees are entitled to appeal against any disciplinary action taken under the disciplinary procedure by using the Appeals Procedure for Essex and Thames Education staff. Where a grievance is raised in connection with the disciplinary procedure it will be considered under the Appeals Procedure for Essex and Thames Education Staff.

## PART TWO – SERVICE PROVIDERS

***(Includes Personal Tutors and Lecturers)***

**Roles and responsibilities**

Service Providers have a responsibility to:

- Behave in a way that enhances the reputation of Essex and Thames Education;
- Treat all colleagues and managers with respect;
- Attend work as contracted and on time;
- Perform their duties to a satisfactory level;
- Refrain from disclosing confidential information;
- Understand that if his/her conduct, performance or attendance is below a satisfactory level then the contract may be immediately terminated;
- Refrain from sharing, reproducing or distributing Essex and Thames Education materials, training content, intellectual property or processes with competitors or any third party without explicit written consent;
- Refrain from sharing any business-sensitive information, strategic plans, commercial data or operational details with other training providers or external organisations, unless explicitly authorised in writing by Essex and Thames Education*.

*As per contracts, where materials were created prior to the contract's inception the IP belongs to the contractor. Where materials are commissioned by ETE as part of the writing payment IP will be shared between individual and ETE. In this instance both parties must give consent for materials to be shared beyond the SCITT partnership.

**Actions likely to breach contract agreements**

In the event that the Temporary Worker commits any of the following, Essex and Thames Education will be entitled to terminate the contract immediately, without notice or liability (with any entitlement to a notice period that may have been agreed in the Assignment Schedule becoming null and void and no payment in lieu of notice being due to the Service Provider): Actions include, but are not limited to;

1. The Service Provider has acted in breach of the rules and regulations applicable to Essex and Thames Education staff;

2. Essex and Thames Education reasonably believes that the Service Provider has not observed the conditions of confidentiality or other conditions as specified in the contract for services;
3. For any reason the Service Provider proves unsatisfactory to Essex and Thames Education;
4. The Service Provider's conduct is unprofessional; including but not limited to: (a) the distribution of pornographic, sexist, racist or other offensive or abusive material of any type by email (or any means whatsoever); (b) intimidating, bullying or any behaviour which could be held to constitute harassment; (c) fraudulent activity of any kind; (d) breach of any of Essex and Thames Education's policies or procedures; (e) failure to follow the reasonable direction of Essex and Thames Education; and (f) any conduct which could be held to be negligent or below Best Industry Practice.

**Investigations where the terms in roles and responsibilities may not have been met, contract agreements have been breached:**

1. Where Essex and Thames Education management feels that any of the above conditions have been breached, misconduct or gross misconduct is suspected this will immediately be drawn to the attention of the Service Provider;
2. The investigation will normally comprise discussions with the employee and any relevant witnesses about the matters under consideration. Written records of the discussions will be taken and any necessary documentation gathered together;
3. The outcomes of the investigations will be shared at the earliest possible opportunity with the Headteachers' Executive Committee who will then decide whether to terminate the contract, take no further action or recommend informal actions.

## PART THREE – ACKNOWLEDGEMENT AND ACCEPTANCE

### Acknowledgement and agreement of the Staff Conduct, Dismissal and Grievance Policy

I agree that I have read and understand the Staff Conduct, Dismissal and Grievance Policy and that I agree with the terms of the policy.

| | |
|---|---|
| Name | |
| Position | |
| Signature | |
| Date | |
| Version No. | V1.2 |

## Annex A

**List of Relevant Offences adopted from Teacher misconduct: the prohibition of teachers**
**Advice on factors relating to decisions leading to the prohibition of teachers from the teaching profession**
**February 2022**

An offence can be considered relevant even if it did not involve misconduct in the course of teaching. In making a judgment on relevance a panel will consider all the facts of the case. These will include the nature and gravity of the offence, its circumstances and any mitigating circumstances and, in committing the offence, whether and to what extent the individual's actions:

- were contrary to the standards of personal and professional conduct expected of a teacher, with reference to the Teachers' Standards;
- were relevant to teaching, working with children and/or working in an education setting;
- would be likely to have an impact on the safety or security of pupils or members of the public; or
- would be likely to affect public confidence in the teaching profession if the teacher were allowed to continue teaching.

It is likely that a conviction for any offence that led to a term of imprisonment, including any suspended sentence will be considered "a relevant offence".

It is also likely that a conviction for any offence that relates to, or involves, any of the following will be considered "a relevant offence":

- violence;
- terrorism;
- sexual activity;
- voyeurism (including upskirting);
- revenge pornography (sharing private, sexual materials, either photos or videos, of another person without their consent);
- sexual communication with a child;
- any activity involving viewing, taking, making, possessing, distributing or publishing any indecent photograph or image or indecent pseudo photograph or image of a child, or permitting any such activity, including one off incidents;

• child cruelty and/or neglect;
• controlling or coercive behaviour;
• harassment and/or stalking;
• intolerance and/or hatred on the grounds of race, religion, sexual orientation or any of the other protected characteristics17;
• possession (including for personal use), possession with intent to supply another person, supply (selling, dealing or sharing) or production of any class A drugs;
• possession with intent to supply another person, supply (selling, dealing or sharing) or production of any class B, class C or any temporary class drugs;
• fraud or serious dishonesty;
• theft from a person or other serious theft;
• arson and other “major” criminal damage;
• possession of prohibited firearms, knives or other weapons;
• serious driving offences, particularly those involving alcohol or drugs;
• serious offences involving alcohol;
• serious offences involving gambling;